



International Union of Operating Engineers, Stationary Engineers Division

State of California Locals 39 & 501, AFL-CIO

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April 3, 2008

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Mr. David Gilb, Director
Department of Personnel Administration
1515 S Street, North Building, Suite 400
Sacramento, CA 95814

Dear Mr. Gilb:

In accordance with Government Code Section 3523, the following proposals for State of California Bargaining Unit 13, represented by the International Union of Operating Engineers, Stationary Engineers Division, State of California Locals 39 and 501, AFL-CIO, are hereby submitted for distribution at the March 17, 2008, meeting.

1. Establish a formula for salaries and future salary increases commensurate with similarly situated employees in both the public and private sectors, taking into consideration classification relationships and increases in the cost of living and taking into consideration Section 16.8 of the current MOU.
2. A shift differential, based on a percentage of salaries for all hours worked between 1500 and 0730 hours.
3. Pay differentials for various licenses and certifications
4. A weekend differential.
5. A comprehensive health and welfare program which provides life, medical, dental, vision care, and prescription drugs, the cost of which is to be fully paid by employer for both employee and dependents. Enhance the current rural subsidy and increase flex elect payments and amounts.
6. Continuation and refinement of the post and bid seniority system for job positions, shift assignments, vacation schedules, and transfers.
7. Establishment of a standard work week and day consisting of five (5) consecutive days on, with two (2) consecutive days off, eight (8) hours per day, sixteen (16) hours between shifts. All hours worked in excess of such work week, and/or shift, to be paid at the applicable overtime rate. Compensation for overtime shall be paid at the applicable overtime rate, or compensatory time off at the option of the employee. Applicable overtime rate after ten (10) hours shall be at double the regular hourly rate.

8. Establish provisions for flex hours and modified work weeks.
9. Establish a standard practice for standby and the compensation thereof.
10. Establishment of longevity pay.
11. Pay for all work performed out of classification. A procedure providing for work in out-of-classification assignments prior to any such assignment being made.
12. Change alternate range criteria 40 to cover all personnel working in the Department of Youth Authority, Forestry, and Corrections, and in applicable facilities in the Department of Mental Health and Developmental Services.
13. Include full text of all Government code Sections covered in Article V, which affect unit members.
14. Establish equitable reasonable accommodation language.
15. Increase the number of leave hours accrued per month in the various leave categories.
16. Improve the layoff process.
17. Improve miscellaneous retirement benefits.
18. Improve safety retirement benefits.
19. Expand eligibility for safety retirement.
20. Improve NDI benefits. Provide SDI coverage.
21. Improve and incorporate into contract all rules and regulations covering overtime, call-back and standby.
22. Revise relocation and travel expenses to reflect increases in costs.
23. Provide for holiday pay, in addition to double time for all hours worked on a holiday.
24. Increase the number of days provided for bereavement and the qualifying individuals.
25. Clarify language on sick leave administration.
26. Raise Apprenticeship Training Fund to reflect rising costs of training apprentices and provide additional training for journeypersons.

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27. Provide for a positive payroll system resulting in bi-weekly pay periods and the timely payment of overtime.
28. Establish ratio of apprentice to journeymen engineers.
29. Purge all negative letters placed in personnel files after 90 days. Limit discipline to 1 year from the date of incident.
30. Eliminate performance appraisals.
31. Establish a standard practice for overtime meal allowance for all unit employees.
32. Establish a standard practice for furnishing uniforms, work clothing, safety shoes and the payment thereof.
33. An increase in retention allowance and the monthly payment thereof, also the inclusion of additional retention allowances and locations.
34. Maintenance of staff in proportion to population increases.
35. Merge Youth Authority and Department of Corrections specific language and impacted sections of the MOU.
36. The Union reserves the right to make any other economic or non-economic proposals during the negotiating process which may be necessary in order to reach an agreement, respond to counter-proposals, and/or to meet the principles of good faith bargaining.
37. All the agreements of the parties, including the incorporation of all existing benefits, policies, procedures, rules, and regulations, shall be reduced to standard contract language applicable in both the public and private sectors, including, but not limited to, clauses covering recognition, organizational security, support of agreement, union rights, disciplinary action, industrial accident and illness leave, leaves of absences, military leave and other leaves both paid and non-paid, transfers, severability, and duration.

Please be advised that is our intent to commence negotiations as soon as possible after expiration of the required public notice period.

Sincerely,



Charlie Solt
Business Representative

cc: Jerry Kalmar
Sandra Acosta